

App. No. 10/711,972

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In the Claims:

1-75 (cancelled)

76. (new) A data processing system for recruiting employees comprising:

- a) having a company input data based on the needs for a position;
- b) prioritizing the company's data based on the importance of each need of the position, and assign a weight to each need;
- c) having a candidate input data independent of and not based the company's data where said candidate's data consists of a set of achievements, experience/responsibilities, personal attributes and winning attributes;
- d) matching the candidate's input data with the company's data where possible using artificial intelligent to review said data;
- e) Upon matching, collect weights of the data of the Company, where said weights are assigned by the company and are changeable by the company and where said weights are not known by the candidate; and
- f) calculating a score based on the accumulated weights collected.

77. (new) A system according to Claim 76 where said company data consists of a set of goals, responsibilities, personal attributes and winning attributes.

78. (new) A system according to Claim 76 where said candidate's data consists of a set of achievements, experience/responsibilities, personal attributes and winning attributes.

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79. (new) A system according to Claim 76 where said artificial intelligence used is fuzzy logic.

80. (new) A system according to claim 76 where said artificial intelligence uses data enrichment.

81. (new) A system according to Claim 76 where said artificial intelligence uses most common practices by collecting all of the specifications for same/similar positions using a fuzzy logic match to create a 'most commonly used' search criteria.

82. (new) A system according to claim 76 where said system will create a best practice specification using value add by company and candidate validation.

83. (new) A system according to claim 82 where said best practice specification will be used in matching the candidate's input data with the company's data.

84. (new) A data processing system for recruiting employees comprising:

- a) having a company input data based on the needs for a position;
- b) prioritizing the company's data based on the importance of each need of the position, and assign a weight to each need where said company data consists of a set of goals, responsibilities, personal attributes and winning attributes;

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- c) having a candidate input data independent of and not based the company's data where said candidate's data consists of a set of achievements, experience/responsibilities, personal attributes and winning attributes;
- d) matching the candidate's input data with the company's data where possible using artificial intelligent to review said data where said artificial intelligence uses most common practices by collecting all of the specifications for same/similar positions using a fuzzy logic match to create a 'most commonly used' search criteria, where said system will create a best practice specification using value add by company and candidate validation, where said best practice specification will be used in matching the candidate's input data with the company's data;
- e) Upon matching, collect weights of the data of the Company, where said weights are assigned by the company and are changeable by the company and where said weights are not known by the candidate; and
- f) calculating a score based on the accumulated weights collected.

85. (new) A system according to Claim 84 where said artificial intelligence used is fuzzy logic.

86. (new) A system according to Claim 84 where no more than 3 goals are entered.

87. (new) A system according to Claim 84 where no more than 5 responsibilities and professional inputs are entered.

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88. (new) A system according to Claim 84 where no more than 8 personal attributes are entered.

89. (new) A system according to Claim 84 where no more than 5 achievements are entered.

90. (new) A system according to Claim 84 where the responsibilities required by a company are compared with experience/responsibilities of a candidate.

91. (new) A system according to Claim 84 where the goals are compared with the achievements.

92. (new) A system according to Claim 84 which is accessed over a network.

93. (new) A system according to Claim 84 where no more than 8 winning attributes are entered.

94. (new) A system according to Claim 84 where no more than 8 winning attributes are entered.

95. (new) A system according to Claim 84 where no more than 8 winning attributes are entered.

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96. (new) A system according to Claim 84 where the winning attributes required by a company are compared with the winning attributes described by a candidate.